Company name: May 14, 2026

For immediate Release

Company name: Synchro Food Co., Ltd
Representative: Shun Ohkubo, President and CEO
Code number: 3963
Contact: Masaki Morita, Chief of Operating for the Administrative Department
Phone: +81-3-5768-9522

Notice Regarding the Appointment of Candidates for Directors

Synchro Food Co., Ltd. (the “Company”) hereby announces that it has decided, at a meeting of the Board of Directors held on May 14,2026, to appoint the Company’s Directors as described below. The appointment of Directors will be officially decided by approval at the 23th Annual General Meeting of Shareholders, to be held on June 24 ,2026.

1. Candidate for Director

The terms of office for all five current directors will expire at the conclusion of this Annual General Meeting of Shareholders. The Company has been reviewing the appropriate governance structure. To strengthen the supervisory function of the Board of Directors and establish a more appropriate governance structure, we have resolved to increase the number of outside directors by two—raising the ratio of outside directors from the current level (3 out of 5) to a higher proportion—and to propose the election of seven directors at this Annual General Meeting of Shareholders. The candidates for directors have been selected based on the deliberations of the Nomination and Compensation Committee.

Name	Type	New Position	Current Position
Shun Okubo	Reappointment	President and CEO	President and CEO
Shinichi Fujishiro	Reappointment	Chairman of the board of directors	Chairman of the board of directors
Ryota Matsuzaki	Reappointment	Outside Director	Outside Director
Mihoko Nagai	Reappointment	Outside Director	Outside Director
Kazunari Sakai	Reappointment	Outside Director	Outside Director
Yoichi Suhama	New appointment	Outside Director	—
Bellamy, Jason Orlando	New appointment	Outside Director	—

(Note 1) The director candidates Ryota Matsuzaki, Mihoko Nagai, and Yoichi Suhama are candidates for outside directors. If the appointment of these candidates is approved at this Annual General Meeting of Shareholders, we plan to designate them as independent directors as defined by the stock exchange on which the Company is listed.

(Note 2) Mr. Kazunari Sakai, a candidate for director, is a candidate for outside director. However, since AVI Japan Opportunity Trust plc—a fund managed by Asset Value Investors Limited, to which he belongs—holds more than 10% of the Company's voting rights, and since he serves as Head of Japan Research at Asset Value Investors Limited, we do not plan to designate him as an independent director even if his appointment is approved at this Annual General Meeting of Shareholders.

(Note 3) Mr. Jason Orlando Bellamy, a candidate for director, is a candidate for outside director. However, as he leads engagement activities in Japan as a Senior Engagement Consultant at Asset Value Investors Limited, we do not plan to designate him as an independent director even if his appointment is approved at this Annual General Meeting of Shareholders.